

CHAPTER 4

PROJECT EEO/AA REQUIREMENTS

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Section 4.1

GENERAL INFORMATION

4.1.1 Purpose

The prime contractor and subcontractors of construction projects are subject to various requirements regarding EEO/AA. Project EEO/AA requirements are specific to one project.

4.1.2 Scope

Refer to Workbook Section 1.7, "Compliance Requirement Summary" for an overview of the Project EEO/AA Requirements of prime contractors and others on a project.

4.1.3 Project EEO/AA Elements

The following elements are included in Project EEO/AA Requirements. Subsequent sections of this workbook detail each element and associated requirements.

Job Site Bulletin Board

Project EEO Meetings

Annual July EEO Report

Project EEO Reports

Employee Interview Report -Labor/EEO Compliance (Form 700-010-63)

4.1.4 Contract Characteristics and Project EEO/AA Requirements

Four characteristics guide the determination as to which contracts are subject to Project EEO/AA Requirements:

Contract Funding

Original Contract Days

Original Contract Dollars

Type of Work.

Refer to Workbook Section 1.7, "Compliance Requirement Summary" for an overview of Project EEO/AA Requirements. Additional sections in Chapter 4 provide details regarding each Project EEO/AA element.

Section 4.2

JOB SITE BULLETIN BOARD

4.2.1 Purpose

Prime contractors are responsible for the job site installation and maintenance of a fixture for the display to all workers and the public, of information on various rights, protections and appeals. The phrase “job site bulletin board” includes the fixture and its contents.

4.2.2 Location

The job site bulletin board will be located in a prominent and accessible site within the limits of the project. This site will be readily and safely accessible to the employees of every contractor on the project; walk up access to the display area will be maintained. Over the course of the project, work conditions may necessitate relocation of the bulletin board.

Placement of the job site bulletin board outside of project limits requires prior approval of the District Contract Compliance Manager.

4.2.3 Timeframe

The job site bulletin board will be in place during the life of a project while there are workers on the project.

Installed	Removed
On or before workers first appear at the project. This is usually the project begin work date	When workers are No longer on the project. This is usually the project conditional or final acceptance date

4.2.4 Fixture

The prime contractor determines the size and style of the fixture. There is no minimum required display space or standard style. The size of the posting area, however, should be sufficient to allow for single layout (versus overlap) of documents. The fixture may be ready-built or custom made. **Attachment 4-2-10** contains Project Site Bulletin Board Sample Layouts and Dimensions.

A clear, break-resistant protective cover should be placed over the documents to minimize fading, water damage, and vandalism. Document covers, which are easily removable, facilitate document changes and the replacement of damaged covers will be used.

4.2.5 Content

A maximum of five (5) standard posters plus three (3) project specific posters are required for compliance with FDOT requirements. The U.S. Department of Labor requires three additional posters. Projects which are funded by the American Recovery and Reinvestment Act (ARRA) require one additional poster- the ARRA Whistleblower's Poster. A summary of the content for the job site bulletin boards is shown in Table 4.2.5. Contractors are encouraged to display, where feasible, non-English versions of the posters.

The completion and maintenance of data on project specific posters is the prime's responsibility. Lamination or plastic page protectors are recommended for each document.

The three (3) nonstandard bulletin board documents, customized to the project, (a) identify EEO Officer's names and contact information, (b) the prevailing wage table(s) for the project, and (c) additional wage decisions obtained for the project. Each of these documents may be more than one page long.

Refer to Section 1.4, "Directory of Compliance Related Websites" for the FDOT Equal Opportunity Office website where the posters are available for downloading. Several of these posters are also available from other organizations in different sizes, formats and languages.

Contractors are hereby advised that the USDOL and other federal, state, or local government agencies may require employers to post additional documents at their offices and/or work sites.

The job site bulletin board may also be used to display other documents of general relevance to the project and its employees such as environmental permits, worker's compensation rights, safety, etc.

4.2.6 Poster of EEO Policy and Officer

The poster of EEO Policy and Officers (Form No. 275-020-28) includes a brief statement of the EEO Policy adopted by the contractors, advises that the policy may be obtained by contacting the companies, and identifies to workers the EEO Officer for the prime and each subcontractor having a subcontract of \$10,000 or more. The EEO Officer information is to be kept up-to date during the term of the project.

Table 4.2.5
Content of Job Site Bulletin Boards

FDOT STANDARD POSTERS
EEO Is The Law
Florida Law Prohibits Discrimination
Notice
Important
Wage Determination Appeal Process
FDOT PROJECT SPECIFIC POSTERS
Poster of EEO Policy & Officers
Wage Rate Decisions
Additional Wage Determinations
U.S. DEPT. OF LABOR POSTERS
Employee Rights & Responsibilities under Family & Medical Leave Act
OSHA: Safe and Healthful Workplace Rights (English)
Employee Polygraph Protection
ADDITIONAL POSTER IF PROJECT IS FUNDED BY 'ARRA': American Recovery and Reinvestment Act of 2009
Whistleblower's Know Your Rights (ARRA projects only) Poster

4.2.6.1 Directions for Completing the Poster of EEO Policy and Officer Poster (Form No. 275-020-28)

The prime contractor is responsible for completing this form. Record the project identification at the top of each page. Type or print the company name, EEO Officer, mailing address and telephone number including area code of the prime contractor, and each subcontractor with a contract of \$10,000 and above. Subcontractor data is posted as subcontracts are entered into and it remains posted until the bulletin board is removed from the project site.

The "EEO Policy and Officers" form includes a second page for listing additional companies and as many second pages should be completed and posted as necessary. Fully display each page of this form on the job site bulletin board. Do not overlap or stack these pages. For ease of update, retain a copy of the posted form to add or update information.

4.2.7 Wage Rate Decision Poster(s)

General Wage Determinations (also known as “wage tables” and/or “wage rate decisions”) are documents issued by the U.S. Department of Labor stating the minimum hourly rate (and fringe benefit rate if applicable) for individual job classifications for a specified type of work within specified county(ies) of the project.

The contract document section titled “WAGE RATES FOR FEDERAL-AID PROJECTS” cites the specific wage rate decision number(s) (e.g. FL-307) and states that the version of the wage rate decision in effect is the one whose “modification date” is ten or more days prior to the opening of bids (also known as the contract letting date). Some contracts may state more than one wage rate decision number; each wage rate decision is posted. Wage decisions may be posted exactly as downloaded or they may be reformatted for ease of reading and display.

Refer to Workbook Section 1.4 Directory of Compliance Related Websites for the US DOL website where the wage rate decisions are available for downloading.

4.2.8 Additional Federal Wage Decisions Poster

Additional Federal Wage Rate Decisions poster (Form No. 700-010-67) records the minimum hourly rate (and fringe benefit rate if applicable) for each additional job classification requested on the project. It includes the decisions obtained by all contractors on the project and it is to be maintained during the term of the project. This poster eliminates the need to post individual U.S. Department of Labor wage rate decision letters.

4.2.8.1 Directions for Completing the Additional Federal Wage Decisions Poster (Form No. 700-010-67)

The prime contractor is responsible for completing this form for the project and posting it on the job site bulletin board. Type or print the financial project number, county, each wage decision number and modification number. Record the classification, rate and fringe data decisions issued by the FDOT Prevailing Wage Rate Coordinator. For ease of update, retain a copy of the posted form and add additional wage decisions as issued. Contractors may waive the construction job site posting of individual wage decision letters when this form is posted.

4.2.9 Wage Determination Appeals Poster

Information on how to file an appeal to a wage decision is included at the end of each wage rate decision. This information has been recreated as a separate poster. When

the poster is displayed; the appeal information may be deleted from the individually posted wage rate decisions.

4.2.10 Inspecting Bulletin Board Content and Condition

Periodic inspections of the job site bulletin board are performed during the term of the project. Content and condition factors are reflected in the FDOT form titled "Inspection Report for Job Site Bulletin Board" (Form No. 275-021-10).

Attachment 4-2-10

JOB SITE BULLETIN BOARDS: SAMPLE LAYOUTS & DIMENSIONS

EXAMPLE 1 Project with Multiple Wage Decisions Sample Layout and Dimensions

The following layout requires a minimum display space 48" wide and 48" high. Documents are displayed in four rows with each of the five standard posters placed on the top row. One-half inch is allowed around each side of the document. This sample shows two wage decisions (Highway and Heavy) each with two pages. There is space for at least five optional documents.

The wide bold lines denote the actual bulletin board posting space.

		BOARD WIDTH: 48" Inches				
BOARD HEIGHT: 48 inches	STANDARD POSTERS	EEO IS THE LAW	FL LAW PROHIBITS DISCRIMINATION	NOTICE	IMPORTANT	WAGE DETERMINATION APPEALS
	PROJECT SPECIFIC POSTERS ➡	POSTER OF EEO POLICY & OFFICERS PG 1	POSTER OF EEO POLICY & OFFICERS PG 2	HIGHWAY DECISION PG 1	HIGHWAY DECISION PG 2	ADDITIONAL WAGE DECISIONS (FDOT FORM) PG 1
	PROJECT SPECIFIC POSTERS ➡	HEAVY DECISION PG 1	HEAVY DECISION PG 2	WATER-SEWER DECISION PG 1	WATER-SEWER DECISION PG 2	(if ARRA funded) WHISTLE-BLOWERS (ARRA PROJECT ONLY)
	U.S. DOL POSTERS ➡	EMPLOYEE RIGHTS/RESP .FAMILY & MEDICAL LEAVE	OSHA SAFE & HEALTHFUL WORKPLACE	EMPLOYEE POLYGRAPH PROTECTION		

Attachment 4-2-10-(continued)

JOB SITE BULLETIN BOARDS: SAMPLE LAYOUTS & DIMENSIONS

EXAMPLE 2 Project with One Wage Decision Sample Layout and Dimensions

The following layout requires a display space 48" wide and 36" high (or 48" on ARRA funded projects). Documents are displayed in three rows with each of the five standard posters placed on the top row. One-half inch is allowed around each side of the document. The sample shows one wage decision on two pages. There is space for at least five optional documents.

The wide bold lines denote the actual bulletin board posting space.

BOARD WIDTH: 48" Inches						
BOARD HEIGHT: 36 inches	(STANDARD POSTERS)	EEO IS THE LAW	FL LAW PROHIBITS DISCRIMINATION	NOTICE	IMPORTANT	WAGE DETERMINATION APPEALS
	PROJECT SPECIFIC POSTING ←	POSTER OF EEO POLICY & OFFICERS PG 1	POSTER OF EEO POLICY & OFFICERS PG 2	HIGHWAY DECISION PG 1	HIGHWAY DECISION PG 2	ADDITIONAL WAGE DECISIONS (FDOT FORM) PG 1
	U.S. DOL POSTERS (& ARRA POSTER) ←	EMPLOYEE RIGHTS/RESP .FAMILY & MEDICAL LEAVE	OSHA SAFE & HEALTHFUL WORKPLACE (English)	EMPLOYEE POLYGRAPH PROTECTION		(if ARRA funded) WHISTLE- BLOWERS (ARRA PROJECT ONLY)

The Office of the Governor by Executive Order Number 11-02 directed all agencies under the direction of the Governor, which includes the Florida Department of Transportation, to include as a condition of all state contracts, that contractors utilize the U.S. Department of Homeland Security's E-Verify system to verify the employment eligibility of:

- (a) All persons employed during the contract term to perform employment duties within Florida; and
- (b) All persons (including subcontractors) assigned by the contractor to perform work pursuant to the contract with the state agency.

It is recommended that the contractor include the E-Verify poster on project bulletin boards as a notice to potential employees.

Section 4.3

EEO INFORMATION FOR PROJECT PERSONNEL

4.3.1 Purpose

Contractors are to routinely inform their project employees of their equal employment opportunity (EEO) civil rights, the contractor's policies, procedures, and various wage/payroll protections. This information is presented in meetings, and through other appropriate means such as employee handbooks, notices, and posters.

4.3.2 Means of Communication

Contractors may present information to project personnel regarding the EEO policy and procedures in one or more of a variety of means:

- Issuance of employee handbooks that include the EEO policy and procedure
- Placement of notices or posters describing the EEO policy and procedure
- Conducting meetings describing the EEO policy and procedures
- Other communication methods.

In selecting communication methods, contractors are encouraged to consider the rapidity with which their workforce turns over, the primary and secondary language of project personnel, average reading levels of personnel, and any need for addressing project specific information, such as wage rates and job site bulletin boards, etc.

4.3.3 Who is Included in Project Personnel

Project personnel include all of the contractor's full time and part time craft and laborer employees working on the project. Temporary workers and workers from a staffing firm who are working as craft or laborer employees for the contractor are considered project personnel and communications are to be extended to them.

Persons classified as journeymen/women, On-the-Job trainees and apprentices and working foremen/women in any of the following job categories are included in the meeting:

equipment operators	mechanics	truck drivers
ironworkers	carpenters	cement masons
electricians	pipe fitters/plumbers	painters
semi-skilled laborers	unskilled laborers	

4.3.4 Project Personnel EEO Meetings

Informational meetings conducted at the project site have served as the traditional means of communicating EEO policy and procedure information to project personnel. The meeting leader is a person who is knowledgeable in the topics to be addressed and the one who has attended their company's most recent Supervisory and Office Personnel EEO Meeting.

The following major topics are typically addressed at a Project EEO Meeting:

- EEO Policy and Affirmative Action Plan
- Identification of EEO Officer
- Workforce Diversity and Recruitment
- Wages and Payrolls
- Location & Content of Bulletin Boards
- Interviews by State and Federal Representatives
- Training Opportunities
- Complaints
- Utilization of Disadvantaged Businesses

Meeting leaders are encouraged to develop an outline of subjects that will typically be covered in each of the topics; this can form the foundation for the contractor's development of full meeting scripts and fosters full coverage of each topic.

4.3.5 Recordkeeping

Contractors are to maintain records evidencing compliance with EEO communication requirements for all employees. FDOT Form 275-021-06, "Record of Project EEO Meeting", may be used to document project personnel communications by means of meetings or alternative record keeping methods for other types of communications may be developed. Records should document changes in the contractors' workforce.

4.3.5.1 Directions for Completing "Record of Project EEO Meeting" (Form number 275-021-06)

General: Use one form for documenting each meeting. Attach additional copies for signatures, if needed.

Box 1	Company's official name.
Box 2	Record the Financial Project Number.
Box 3	Month, day, and year the meeting was held.
Box 4	Company's Federal Identification Number or FDOT vendor number.
Box 5	First and last name of person conducting meeting and their job title.
Box 6	Indicate if the Company is the prime contractor or subcontractor on the project.
Box 7	Description of where the meeting was held (e.g. project site next to bulletin board).

- Box 8 Signature of meeting leader-certifying meeting.
- Box 9 Informational
- Box 10 Attendees of the meeting print their full name and record their signature
confirming meeting attendance.

Section 4.4

ANNUAL JULY EEO REPORT

4.4.1 Purpose

Annually, the Federal Highway Administration (FHWA) submits a report on the status of the equal employment opportunity program to the U.S. Senate. July is the reporting period due to generally good weather nationwide. The Florida Department of Transportation (FDOT) creates one cumulative report from the individual contractor reports. This represents the total employment on all federal aid highway projects in Florida as of July 31 and the report is therefore known as the “July Report”.

4.4.2 Scope

All FDOT construction projects active in July that receive federal aid participation (FAP) are included in Florida’s July Report. All construction contractors having a contract of \$10,000 or more and who were active one or more days between July 1 and July 31 prepare a report.

4.4.3 Content

All full-time and part-time employees employed on the specific FAP project during the selected July pay period must be accounted for by sex and race for each of the fifteen job categories. Note that Officials (Managers), Supervisors, Foremen/women and Clerical who are assigned primarily to the project are included in this report.

Employment data is reported on the Contractor’s Annual July EEO Report Form Number 275-021-08. To ensure full project reporting, inactive contractors should submit the same form and record “inactive” in Box 6.

4.4.4 Pay Period Reported

Employment data is collected for a very specific time frame. The contractor’s report is based on their final July pay period which is the last active pay week which falls fully within July. (The report is not based on the contractor’s peak week of employment during the month of July.)

The pay period on which a contractor’s report is based must fall fully in July; the pay period must have start and end dates between July 1 and July 31.

Selecting which pay period to base the report on depends on the contractor’s activity during July.

If the Contractor is	Base the July Report on
Both active and inactive during July	The last pay period (*) that falls fully within July for which they were active on the project.
Active throughout July	The last pay period (*) that falls fully within July.
Inactive between July 1-31	Submit the Contractor's Annual July EEO Report form declaring same.
*The pay period must have start and end dates between July 1 and July 31.	

If contractors' only active work days in July are in a pay period that does not have start and end dates between July 1 and July 31, then the contractor would submit the July EEO Report reflecting 'inactive'.

4.4.5 Report Submission

On or before August 20, contractors submit the Contractor's Annual July EEO Report data by submitting a copy of the completed form to the Resident Compliance Specialist (RCS) of that project.

4.4.6 Florida's July Report Cycle

Contractor reports are compiled into project reports (including Local Agency project reports); project reports are compiled into District reports, District reports are compiled into the State report.

Timely submission of data on the proper form is essential to meeting FHWA's deadline. Table 4.4.6.1 summarizes Florida's July Report Cycle and report due dates. In the event a due date falls on a Saturday or Sunday, that report is due on the preceding Friday.

Table 4.4.6.1 Florida's July Report Cycle

Who is Reporting:	What is the FDOT form Number reported on?	Name of Form	What data is reported	What is the Due Date* (Or preceding Friday if date is a Saturday or Sunday)	Who is the report sent to?
Contractors (contract of \$10,000 or more) (includes contractors on Local Agency Projects)	275-021-08	Contractor's Annual July Report	Contractor's workforce on a project per the last active week falling fully in July (or 'no work' if not active in July)	Aug 20	Compliance Specialist
Resident and Local Agency Compliance Specialists	275-020-01	Federal Aid Projects: Summary Employment Data for July	Project total workforce (sum of all contractor 275-021-08 reports for a project)	Sept. 1	District Contract Compliance Office
District Contract Compliance Office	275-020-01	Federal Aid Projects: Summary Employment Data for July	District Project Total Workforce (3 Reports) : LAP Regular Work Program LAP & regular work program	Sept. 8	State Contract Compliance Administrator, FDOT Equal Opportunity Office
FDOT Equal Opportunity Office	n-a	FHWA Form 1392, Federal Aid Highway Construction, Summary of Employment Data including Minority Breakdown for all Federal Aid Projects for Month Ending 7/31/2____	LAP Statewide Total for of all Districts	Sept. 15	FI FHWA Civil Rights Specialist
			Regular (non LAP) Work Program Statewide Total for of all Districts		FI FHWA Civil Rights Specialist
			LAP & regular work program Statewide Total for of all Districts		FI FHWA Civil Rights Specialist

4.4.7 Directions for Completing the Contractors Annual July EEO Report (Form No. 275-021-08)

- Box 1 Company's official name and the Florida home office address (mailing address, city, and zip code)
- Box 2 Record the company's Federal Identification Number or FDOT vendor number
- Box 3 Record the Financial Project Number
- Box 4 Identify if the reporting company is the prime contractor or a sub-contractor on the project
- Box 5 Record the year
- Box 6 If you were active on the project one or more days between July 1 and 31 check yes; otherwise check no and proceed to Box 9
- Box 7 This includes three tables: A, B and C. Table A is the report of all project employees, including On-the-Job trainees. Table B and Table C contain additional data regarding the On-the-Job Trainees included in Table A

TABLE A: This table reports the job category, race and sex of all employees assigned to the project for this pay period who are part-time and full-time, journeymen/women, On-the-Job trainees and apprentices. Officials (Managers), Supervisors, Foremen/women and Clerical who are assigned primarily to the project are included in this report.

Each employee is reported in only one job category. Employees who worked in more than one classification in the payroll period should be reflected in the category in which the employee performed the majority of work hours in that pay week.

Calculations:

TOTAL MALES (each race) (and) TOTAL FEMALES (each race)

The sum of employees reported in all Job Categories for that race and sex

TOTAL MINORITIES MALE (and) TOTAL MINORITIES FEMALE

The sum of Black, Hispanic, American Indian or Alaskan Native, and Asian or Pacific Islander

TOTAL EMPLOYEES MALE (and) TOTAL EMPLOYEES FEMALE:

The sum of "Total Minorities" and "White"

TABLE B Identify the job category and sex of each employee reported in Table A, who is recorded in the pay period as a trainee enrolled in the FDOT/FTBA On-the-Job Training Program. The numbers recorded in Table B are included in the race and sex numbers of Table A.

Calculations:

OJT TOTALS: The sum of male (and) female columns in Table B.

TABLE C: Record the race and sex of each employee reported in Table A who is recorded in the pay period as a trainee enrolled in the FDOT/FTBA On-the-Job Training Program. The numbers recorded in Table C are included in the race and sex numbers of **Table A**.

- Box 8 If any employees reported in Table A are apprentices, state the name of the apprentice program. Identify the job category and the number or apprentices by race and sex.
- Box 9 Print the first and last name of person who prepared this form, phone number and date (month/day/year) it was prepared
- Box 10 Print the first and last name of person who reviewed this form, phone number and date.

Note Proper reporting of an employee working in an FDOT OJT classification or an approved apprentice program:

One (1) trainee (or apprentice) is reported three (3) times:

Table A: Report the race and sex of the trainee according to the job category of the training classification.

Table B: Report the sex of the trainee according to the job category of the training classification.

Table C: Report the race and sex of the trainee.

Section 4.5

PROJECT EEO REPORT

4.5.1 Purpose

Contractors report project workforce data by job category, race and sex as requested by FDOT or FHWA. The Resident Compliance Specialist(s) and District Contract Compliance Manager(s) analyze this data in conjunction with other information to confirm contractor compliance.

4.5.2 Reported Workforce

Data is recorded in the format shown on the Project EEO Report (Form 275-010-12).

All full-time and part-time construction craft and laborer employees working on the project during the specified payroll period must be accounted for by sex and race for each of the fifteen job categories. Classifications are recorded in the same EEO categories as those used for the Company EEO Report (Form 275-021-07).

Refer to Section 3.4 and Attachment 3.4.1 for the EEO category of job classifications.

Employees working in more than one job classification during the pay period are to be included in the one EEO category associated with the majority of their project work hours.

If the contractor has employed an agency for supplying job site workers, the agency's workers are included in that contractor's Project EEO Report if they are on the job the week reported.

4.5.3 Pay Period Reported

The Project EEO Report is based on a single weekly pay period and that period is specified by FDOT or FHWA at the time of request.

4.5.4 Directions for Completing the Project EEO Report (Form No. 275-010-12)

- | | |
|-------|---|
| Box 1 | Place a check to indicate if you are the prime contractor or subcontractor on the project |
| Box 2 | Company's official name and the Florida home office address (mailing address, city, and zip code) |
| Box 3 | Record the company's Federal Identification Number or FDOT vendor number |

- Box 4 State the county where the project is located
- Box 5 State the project's Financial Project Number
- Box 6 Record the month, day and year the reporting contractor began work on the project
- Box 7 Record the FDOT contract number for this project
- Box 8 Record the ending date (mm/dd/yy) of the pay period this report is based on
- Box 9 Entries are to be confined to the job categories, races and sexes shown and are to be incorporated in the most appropriate item listed on the form. This box includes three tables: A, B and C

Table A includes part time and full time Journeymen/women, On-the-Job Trainees and Apprentices.

Table B is the job category and sex of On-the-Job Trainees included in Table A.

Table C is the race and sex of the On-the-Job Trainees included in Table A.

Table A: This table includes part-time and full-time, Journeymen/women, On-the-Job Trainees and Apprentices by job category, race, and sex. This data is based on the company pay period that includes the date specified in Box 8. Report each employee in only one job category. Each job classification is considered to belong to one of the broad categories. Employees, who worked in more than one classification in the payroll period, should be recorded in the category in which the employee performed the majority of work hours in that pay week.

TABLE CALCULATIONS:

'TOTAL MINORITIES MALE' and 'TOTAL MINORITIES FEMALE': This is the sum of Black, Hispanic, American Indian or Alaskan Native, and Asian or Pacific Islander for each sex.

'TOTAL EMPLOYEES MALE' and 'TOTAL EMPLOYEES FEMALE': This is the sum of Total Minorities and White for each sex.

- Table B: Identify the job category and sex of each employee reported in Table A, who is recorded on the noted payroll period as a trainee in FDOT/FTBA On-the-Job Training Program in this payroll period. The numbers recorded in Table B are included in the race and sex numbers of Table A.
- Table C: Record the race and sex of each employee in Table A, who is recorded on the noted payroll period as a trainee in the FDOT/FTBA On-the-Job

Training Program in this payroll period. The numbers recorded in Table C are included in the race and sex numbers of Table A.

OJT TOTALS:

The sum of male (and) female On-the-Job Trainees in Table B and Table C should be equal and reported in the OJT TOTALS box.

- Box 10 If any employees reported in Table A are apprentices, state the name of the apprentice program, the job category, count, race and sex.
- Box 11 Report by job category, race, and sex all hires (new and rehires) for the entire calendar month of the pay period reported in Box 8. This includes the first day of that month through the last day of that month. Hires are to include:
- Those still employed as of the noted payroll period.
Those terminated prior to the noted payroll period.
- Box 12: Print the first and last name of the person who prepared this form, their email address, phone number, and signature and date (month/day/year) it was prepared.
- Box 13: Print the first and last name of the person who reviewed this form, their email address, phone number, signature and date (month/day/year) it was reviewed.

Note Proper reporting of an employee working in an FDOT OJT classification or an approved apprentice program:

One (1) trainee (or apprentice) is reported three (3) times:

Table A: Report the race and sex of the trainee according to the job category of the training classification.

Table B: Report the sex of the trainee according to the job category of the training classification.

Table C: Report the race and sex of the trainee.

Section 4.6

PROJECT EEO/AA FORMS & DOCUMENTS

This is a list of forms and documents referenced in this chapter that are listed in numerical sequence and alphabetical order.

NUMERICAL SEQUENCE

FDOT Form No.	Document Title	Workbook Section
275-010-12	Contractor's Project EEO Report	4.5
275-020-01	Federal Aid Projects: Summary Employment Data for July	n-a
275-020-28	Poster of EEO Policy and Officers	4.2
275-021-06	Project Personnel EEO Meeting Record	4.3
275-021-08	Contractor's Annual July EEO Report	4.4
275-021-10	Inspection Report for Job Site Bulletin Board	4.2
700-010-67	Additional Federal Wage Rate Decisions	4.2
FDOT Equal Opportunity Office Website	EEO Is the Law (Poster)	4.2
FDOT Equal Opportunity Office Website	Employee Rights & Responsibilities Under the Family & Medical Leave Act (Poster)	4.2
FDOT Equal Opportunity Office Website	E-Verify	4.2
FDOT Equal Opportunity Office Website	Florida Law Prohibits Discrimination (Poster)	4.2
FDOT Equal Opportunity Office Website	Important (Poster)	4.2
FDOT Equal Opportunity Office Website	Job Safety & Health It's the Law (OSHA) (Poster)	4.2
FDOT Equal Opportunity Office Website	Notice Employee Polygraph Protection (Poster)	4.2
FDOT Equal Opportunity Office Website	Notice –FHWA Highway Construction (Poster)	4.2
FDOT Equal Opportunity Office Website	Wage Determination Appeal Process (Poster)	4.2
FDOT Equal Opportunity Office Website	Whistleblowers Know Your Rights (Poster-ARRA projects only)	4.2

ALPHABETICAL SEQUENCE

Document Title	FDOT Form No.	Workbook Section
Additional Federal Wage Rate Decisions	700-010-67	4.2
Contractor's Annual July EEO Report	275-021-08	4.4
Contractor's Project EEO Report	275-010-12	4.5
EEO Is the Law (Poster)	FDOT Equal Opportunity Office Website	4.2
Employee Rights & Responsibilities Under the Family & Medical Leave Act (Poster)	FDOT Equal Opportunity Office Website	4.2
Federal Aid Projects: Summary Employment Data for July	275-020-01	n-a
Florida Law Prohibits Discrimination (Poster)	FDOT Equal Opportunity Office Website	4.2
Important (Poster)	FDOT Equal Opportunity Office Website	4.2
Inspection Report for Job Site Bulletin Board	275-021-10	4.2
Job Safety & Health It's the Law (OSHA) (Poster)	FDOT Equal Opportunity Office Website	4.2
Notice Employee Polygraph Protection (Poster)	FDOT Equal Opportunity Office Website	4.2
Notice –FHWA Highway Construction(Poster)	FDOT Equal Opportunity Office Website	4.2
Poster of EEO Policy and Officers	275-020-28	4.2
Project Personnel EEO Meeting Record	275-021-06	4.3
Wage Determination Appeal Process (Poster)	FDOT Equal Opportunity Office Website	4.2
Whistleblowers Know Your Rights (Poster-ARRA projects only)	FDOT Equal Opportunity Office Website	4.2

FDOT FORM 275-010-12
Equal Opportunity Office
01/10

STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION																						
FLORIDA FHWA STATE CODE: 12-04		FEDERAL AID PROJECTS SUMMARY EMPLOYMENT DATA FOR JULY												1. YEAR 2		2. DISTRICT						
3. THIS IS A SUMMARY OF (S)	ONE PROJECT		4. NO. OF PROJECTS IN SUMMARY				9. IF PROJECT SUMMARY, LIST EACH FIN. PROJ															
	TWO/MORE PROJECTS		5. SUM OF CONTRACT AMOUNT(S) PER BID BLANK																			
	ALL DISTRICT PROJECTS		6. NO. CV+ REPORTING 12/MORE WORKERS																			
	ALL LAP PROJECTS		7. TOTAL WORKFORCE (TOT EMP'S M= 0																			
		8. NAME OF LOCAL AGENCY (N-A IF N _ N-A																				
10. PROJECT EMPLOYMENT DATA																						
JOB CATEGORIES	TABLE A																TABLE B					
	TOTAL EMPLOYEES		TOTAL MINORITIES		WHITE (Not of Hispanic Origin)		BLACK (Not of Hispanic Origin)		HISPANIC		AMERICAN INDIAN or ALASKAN NATIVE		ASIAN		NATIVE HAWAIIAN OR OTHER PACIFIC IS.		TWO OR MORE RACES		Apprentice		On-The-Job Trainee	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS (MANAGERS)	0	0	0	0																		
SUPERVISORS	0	0	0	0																		
FOREMEN/WOMEN	0	0	0	0																		
ADMIN SUPPORT	0	0	0	0																		
EQUIPMENT OPERATOR	0	0	0	0																		
MECHANICS	0	0	0	0																		
TRUCK DRIVERS	0	0	0	0																		
IRONWORKERS	0	0	0	0																		
CARPENTERS	0	0	0	0																		
CEMENT MASONS	0	0	0	0																		
ELECTRICIANS	0	0	0	0																		
PIPEFITTERS, PLUMBER	0	0	0	0																		
PAINTERS	0	0	0	0																		
LABORERS, SEMI-SKILL	0	0	0	0																		
LABORERS, UNSKILLED	0	0	0	0																		
TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TABLE C																						
Apprentices	0	0	0	0																		
On-The-Job Trainees	0	0	0	0																		
11. PREPARER		PRINTED NAME -FIRST/LAST				EMAIL				PHONE				SIGNATURE				DATE				
12. REVIEWER																						

STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION CONTRACTOR'S ANNUAL JULY EEO REPORT															FORM 275-021-09 EQUAL OPPORTUNITY 07/11/FHWA 1391							
July Employment Data (Including Minority Breakdown) on a Federal-Aid Highway Project																						
1. NAME AND FLORIDA HOME OFFICE ADDRESS					3. FINANCIAL PROJECT NO.					5. YEAR: 20					6. CHECK ONE: DID YOU HAVE EMPLOYEES ON THIS PROJECT ONE OR MORE DAYS BETWEEN JULY 1 AND JULY 31? <input type="checkbox"/> YES <input type="checkbox"/> NO (If NO proceed to Box No. 9)							
2. FEID # OR FDOT VENDOR #					4. CHECK ONE PRIME CONTRACTOR SUBCONTRACTOR																	
7. PROJECT EMPLOYMENT DATA																						
JOB CATEGORIES	TOTAL EMPLOYEES		TOTAL MINORITIES		WHITE (Not of Hispanic Origin)		BLACK (Not of Hispanic Origin)		HISPANIC		AMERICAN INDIAN or ALASKAN NATIVE		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDERS		TWO OR MORE RACES		TABLE B On-The-Job Trainees (OJT)			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
OFFICIALS (MANAGERS)	0	0	0	0																		
SUPERVISORS	0	0	0	0																		
FOREMEN/WOMEN	0	0	0	0																		
ADMINISTRATIVE/CLERICAL	0	0	0	0																		
EQUIPMENT OPERATORS	0	0	0	0																		
MECHANICS	0	0	0	0																		
TRUCK DRIVERS	0	0	0	0																		
IRONWORKERS	0	0	0	0																		
CARPENTERS	0	0	0	0																		
CEMENT MASONS	0	0	0	0																		
ELECTRICIANS	0	0	0	0																		
PIPEFITTERS, PLUMBERS	0	0	0	0																		
PAINTERS	0	0	0	0																		
LABORERS, SEMI-SKILLED	0	0	0	0																		
LABORERS, UNSKILLED	0	0	0	0																		
TOTALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TABLE C																	OJT TOTALS					
On-The-Job Trainees (OJT)																	M	F				
																	0	0				
8. IF ANY EMPLOYEES REPORTED IN 'TABLE A' ARE APPRENTICES, STATE NAME OF THE PROGRAM, JOB CATEGORY, COUNT, RACE & SEX.																						
9. PREPARER:					PRINTED NAME -FIRST/LAST					EMAIL					PHONE			SIGNATURE			DATE	
10. REVIEWER:																						

STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION				
EQUAL EMPLOYMENT OPPORTUNITY ('EEO') POLICY & OFFICERS				
PROJECT				
Financial Project No.	F.A.P. No.	Contract No.	County	Prime Contractor
POLICY DECLARATION				
<p><i>The prime contractor and each subcontractor having a contract of \$10,000 or more on this project have accepted the following operating policy. A copy of the full policy may be obtained by contacting the contractor's EEO Officer identified below.</i></p>				
<div style="border: 2px solid black; padding: 10px; margin: 0 auto; width: 80%;"> <p>"It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, pre-apprenticeship, and/or on-the-job training."</p> </div>				
CONTRACTOR EEO OFFICERS				
<p><i>Anyone who feels they have been discriminated against because of their sex, race, religion, color, age, national origin or Vietnam era and special disabled veteran status, should report the matter to the appropriate EEO Officer.</i></p>				
Company Name EEO Officer's full name, Mailing Address, Telephone Number including area code	Company Name EEO Officer's full name, Mailing Address, Telephone Number including area code	Company Name EEO Officer's full name, Mailing Address, Telephone Number including area code		

DOI: 10.1002/eqe
 EQUAL OPPORTUNITY
 ACT

8. CERTIFICATION OF MEETING:
The signature below is certification that a meeting was held with project personnel informing them of their equal employment opportunity (EEO) civil rights, company's policies and various wage/payroll protections. The major topics were addressed and a signed attendance record was made.

9. MAJOR TOPICS ADDRESSED:	
<ul style="list-style-type: none"> ✓ EEO Policy and Affirmative Action Plan ✓ Identification of EEO Officer ✓ Work force diversity and recruitment ✓ Wages and Payrolls ✓ Utilization of Disadvantaged Businesses 	<ul style="list-style-type: none"> ✓ Bulletin Boards ✓ Interviews by State and Federal representatives ✓ Training opportunities ✓ Complaints

ATTACH ADDITIONAL PAGES IF NECESSARY

STATE OF FLORIDA DEPARTMENT OF TRANSPORTATION
INSPECTION REPORT FOR JOB SITE BULLETIN BOARD

275-021-10
EQUAL OPPORTUNITY OFFICE
01/10
Page 1 of 1

SECTION 1 PROJECT						SECTION 2 INSPECTOR							
Prime Contractor [Redacted]						Name & Title of Person performing inspection [Redacted]							
Financial Project# [Redacted]				Count [Redacted]		Date Inspected (M/D/Y) [Redacted]							
Circle applicable wage tables <input type="checkbox"/> HIGHWAY <input type="checkbox"/> HEAVY <input type="checkbox"/> WATER/SEWER <input type="checkbox"/> BUILDING						Photos Taken? (attach to Inspection Report)							Yes No
SECTION 3		LOCATION & STYLE				SECTION 4				CONDITION			
Specific Location (Road/Street) [Redacted]						Access to fixture is clear							Yes No
						Protective cover is in good condition							Yes No
Location is within Project Limits?				Yes No		Documents are at readable height							Yes No
Describe style of fixture & covering [Redacted]						Documents are not faded /water stained							Yes No
						Each document is clearly / fully displayed							Yes No
Comments Section 3 [Redacted]						Comments Section 4 [Redacted]							
SECTION 5		FDOT REQUIRED POSTERS				SECTION 6				WAGE INFORMATION			
EEO Is The Law				Yes No		Is each page of every Wage table posted?							Yes No
Fl. Law Prohibits Discrimination (bi-lingual)				Yes No		Is Additional Wage Decisions Posted?							Yes No
Notice				Yes No		Number of Additional Classifications listed							[Redacted]
Important Wage Rate Information				Yes No		SECTION 7				US DEPT OF LABOR POSTERS			
Wage Determination Appeals				Yes No		Family & Medical Leave Act Rights							Yes No
(ARRA projects only) ARRA Whistleblower Poster				Yes No		OSHA Safe Healthful Workplace in English & Spanish							Yes No
Comments -Sections 5 [Redacted]						Employee Polygraph protections							Yes No
						Comments [Redacted]							
SECTION 8		EEO OFFICERS LIST (FDOT FORM # 275-020-28) Prior to Inspection, list each Subcontractor											
Name of Contractor	Cc. Name	Officer's Name	Address	Phone #	Name of Contractor	Cc. Name	Officer's Name	Address	Phone #				
PRIME	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
[Redacted]	Yes No	Yes No	Yes No	Yes No	[Redacted]	Yes No	Yes No	Yes No	Yes No				
Comments Section 8 [Redacted]													
SECTION 9		COMPLIANCE STAFF'S DETERMINATION OF COMPLIANCE											
Compliance Comments		[Redacted]											
Is Bulletin Board in Compliance?				Yes No	If 'No' was written notice issued to prime				Yes No				
Compliance Staff Signature								Date of Signature					

ADDITIONAL FEDERAL WAGE RATE DECISIONS

**The U.S. Dept. of Labor has established
Wage Rates for the following additional
classifications of work on this project.**

FINANCIAL PROJECT NO.		COUNTY:	
DECISION TYPE	WAGE DECISION NO. (or NA)	MODIFICATION NO. (or NA)	
HIGHWAY			
HEAVY			
BUILDING			
WATER/SEWER			

CLASSIFICATION	RATE (\$)	FRINGE (\$ or NA)

Directions: The prime contractor is responsible for completing this form for the project and posting it on the job-site Bulletin Board. Type or print the financial project number, county, each Wage Decision number and Modification Number. Record the classification, rate and fringe data decisions issued by the FDOT Prevailing Wage Rate Coordinator. For ease of update, retain a copy of the posted form and add additional wage decisions as issued. Contractors may waive the construction job site posting of individual wage decision letters when this form is posted.